

Chairman Falbo and other members of the Special Task Force, thank you very much for the invitation to speak to you today. I am Heather Daniels, chair of the Academic Staff Executive Committee at UW-Madison. I work at the Graduate School in Research Administration. I know, I just used the dreaded "A" word, administration. Part of my job is to review grant proposals before they are sent to funding agencies. Another part of my job relates directly to the Wisconsin Idea, first mentioned by Wendy. I administer the Innovation and Economic Development Research Program or the Industrial and Economic Development Research Program as referred to in the state statutes. This grant program is for faculty or academic staff at UW-Madison who partner with Wisconsin small businesses working together often to bring a new product onto the market. While a number of funded projects are with Madison companies, the grant program extends beyond Dane County throughout the state. Recent projects have included partnerships with Renewgy, a wind turbine company in Oshkosh, Grande Cheese Company in Brownsville, Fisher Barton in Watertown, a manufacturer of parts for agriculture equipment manufacturing, Friction Stirlink a welding technology and production supplies company in Brookfield and Performance MicroTool in Janesville that designs and manufactures micro tools.

You heard testimony in April about the process for procurement and capital projects so I won't repeat that information today. In addition, I can't provide you with facts or figures since that isn't my area of expertise. What I can provide you with is some anecdotes from academic staff on the ground.

Last month, you did hear some specific examples of procurement issues in research from UW-Madison. For example, you may recall equipment needed for the Great Lakes Bioenergy Institute or the IceCube project at the South Pole that was delayed due to the cumbersome and lengthy procurement process. Today, we'd like to focus on stories regarding the instructional mission. Problems with procurement and capital projects can adversely affect the experience of students in the classroom and laboratory.

Here is one story. Jerry Addie from UW-Stout has served in academic staff governance and works as a lab manager of a printing lab for students primarily in the Graphic Communications Management major. Every time a new or up to date piece of equipment is needed it takes approximately 8-10 months from the first paperwork that is filled out until the equipment arrives. This is largely due to regulations regarding the purchase of printing equipment that don't make sense to apply to an educational institution that is trying to outfit a lab that students use to learn. This lab is used by a couple hundred students each semester and supports 10-12 classes. The result is lost staff time to deal with paperwork and a missed opportunity for students to be learning on the most up to date equipment.

Here are a few thoughts in regards to the new personnel system. As Dave mentioned the rest of the UW System has brought forward a recommendation to divide staff between FLSA exempt and non-exempt staff. As you know, UW-Madison is proceeding with our own human resources project, HR Design. We do not know the final recommendation brought forward on the UW-Madison campus for employee categories yet, but the preliminary recommendation was to combine all staff into one category. The Academic Staff Executive Committee at UW-Madison does not support this recommendation. We support the recommendation put forward by UW System for the same reasons just outlined by Dave. In

additional, we have additional reasons why we are concerned about an effort to join all staff into one category. These include concerns about recruitment especially of scientists and instructors, a likely increase in fringe benefit rates for faculty and academic staff (especially important to those supported on grants), and the likely hood that governance would need multiple sets of policies to govern such a diverse group creating confusion and additional difficulties. Dave will now provide some additional thoughts on the UPS project.

The academic staff in the UW System have a unique role. We touch every part of a student's experience from pre-college programs to enrollment and instruction followed by graduation and then continuing education. Regarding the topics we touched on today, we have some final words. For existing processes like procurement and capital projects, now is the time to truly examine these processes and make measurable changes to shorten the time to completion and reduce the burden on us and the students we serve. For new possibilities like the new human resources system or local advisory boards, we ask that the legislature enable us to assess how these are working and allow us to make changes with as little legislative action as possible. One of the campus projects underway at UW-Madison is called Educational Innovation, which is challenging faculty and academic staff to rethink the way we handle the educational mission of the university. During this process, we have realized that some of the obstacles we experience as we try to implement new ideas are self created. We are working to change and adapt these obstacles to be more flexible and responsive. Particularly to the legislators present, this is what we also ask of you.